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STAFF STUDY, CIA SUPERGRADE AUTHORIZATION

1. PROBLEM:

To determine the number of positions above GS-15 which should be authorized for CIA.

2. ASSUMPTIONS:

A. Good salary administration should provide a means of fixing and adjusting the number of positions above GS-15.

B. CIA's authorization for positions above GS-15 should be in alignment with that of Federal Agencies having comparable missions and programs.

C. Ratios of Supergrade and similar positions to total strength of comparable agencies may be used as a basis for determining CIA's proper authorization.

3. FACTS BEARING ON THE PROBLEM:

A. As pointed out in Supergrade Staff Study, dated 28 July 1952, the Bureau of the Budget has raised questions as to the propriety of proposals which include establishment of additional CIA positions above GS-15.

B. For the Federal Government, there are numerous basic authorities which establish positions at salary levels above GS-15. These include the following:

- (1) Executive Pay Act, PL 359
- (2) Classification Act of 1949
- (3) Appropriation and Deficiency Fund Legislation
- (4) Basic legislation establishing Agencies and supplements thereto.

C. All full time positions in Federal Agencies above the GS-15 salary level, including General and Flag Officers of Defense Department and Foreign Service Personnel at \$11,300, should be considered for inter-agency comparisons. These positions were not included as supergrades in the 28 July 1952 staff study.

4. DISCUSSION:

A. As a result of review of authorizations for positions above GS-15 in the Federal Agencies it was concluded that such great variances exist in the missions, functions, programs, covering legislation, personnel strength,

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and types of employees of the numerous agencies that no significant government-wide comparisons can be drawn. Therefore, only agencies possessing the following characteristics are considered comparable for purposes of this study:

- (1) Foreign or inter-governmental work is a major objective of Agency missions and national security aspects predominant.
- (2) Personnel strength is greater than 1000 employees to avoid comparison with Agencies, Boards, or Commissions having policy, advisory or regulatory responsibilities only.
- (3) Agency missions cover varied and specialized technical fields requiring coordination of programs as well as skills of individuals.

B. Results of the study indicated that the following agencies can be considered to meet the above criteria. Total strength, supergrade level positions (including statutory jobs), and supergrade/total personnel ratios are listed.

<u>Agency</u>	<u>Total</u> <u>Personnel</u>	<u>Positions</u> <u>Above GS-15</u> <u>or Equivalent</u> <u>Salary Level</u>	<u>Percentage of</u> <u>Positions over GS-15</u> <u>To The Total Personnel</u>
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